

# Appointed and elected officials transitioning out of office

7/29/2014

## General Information and Requirements

### Applicable to:

- Elected and full-time appointed officials of the Legislative and Executive branches of state government.

### Relevant rules:

- Elected and appointed officials of the legislative and executive branches of state government who voluntarily or involuntarily leave state office are eligible to continue insurance coverage as a retiree. (see [WAC 182-12-171\(3\)](#))
- Public Employees Benefits Board (PEBB) offers retirees and eligible dependents of retirees medical, dental, and a retiree term life insurance plan for those who had previous PEBB life coverage as a subscriber, and are not on a life insurance disability premium waiver. (see [WAC 182-12-209](#))
- The employer contribution toward PEBB medical, dental, and basic life insurance will cease at midnight on the last day of the month in which the employee is eligible for the employer contribution. (see [WAC 182-12-131](#))
- Supplemental life insurance ends the earlier of (1) the last day of the month in which status of the employee is terminated, or (2) the last day of the month in which the employee is eligible for the employer contribution or employee premiums were withheld, whichever, is later. (see [Life Insurance booklet](#))
- Basic LTD ends on the last day you were in pay status. Optional LTD ends the last day of the month in which employment ends or the last day in which the employee paid the premium. (see [Long-Term Disability booklet](#))

The PEBB Program will send the [Continuation of Coverage Election Notice](#) to the official in the mail after the official's coverage has been terminated. (This can take up to 14 days after insurance coverage has been terminated.)

Official must...	...no later than...	...or this will happen
Complete the <a href="#">Retiree Coverage Election Form</a> to enroll in or defer coverage	<b>60 days</b> after employer-paid coverage ends	Employee may lose future right to enroll in PEBB retiree coverage unless you regain eligibility.
Mail, hand-deliver, or fax the <a href="#">Retiree Coverage Election Form</a> to the PEBB Program (deliver to the address provided on the form)	<b>60 days</b> after employer-paid coverage ends	Employee may lose future right to enroll in PEBB retiree coverage unless you regain eligibility.
Make the first full payment for retiree coverage (if not electing pension deduction from <a href="#">Dept. of Retirement Systems</a> )	<b>45 days</b> after the date coverage is elected	Employee may lose future right to enroll in PEBB retiree coverage unless you regain eligibility.

### **Additional Information:**

<b>Officials who have...</b>	<b>...may...</b>	<b>...no later than</b>
A spouse or state-registered domestic partner also eligible for PEBB benefits as a primary subscriber (for additional deferral options, refer to the <a href="#">Retiree Enrollment Guide</a> )	Defer retiree coverage and enroll as a dependent	<b>60 days</b> after the date the employee's employer-provided coverage ends
PEBB life insurance	Apply for Group Life Portability Coverage or convert coverage to an individual term policy (if covered for five years or more)	<b>31 days</b> after the date the employee lost eligibility for the employer contribution or, 60 days after the date the employee lost eligibility for the employer contribution if retiring
A spouse or state-registered domestic partner also eligible for PEBB benefits as a primary subscriber	Transfer a portion of their optional life insurance to the spouse's or domestic partner's PEBB coverage up to the eligible limits	<b>31 days</b> after the date the employee lost eligibility for the employer contribution
A Flexible Spending Account (FSA) through the PEBB Program	Apply for continuation of coverage through the FSA administrator to extend their period of coverage, so they may claim expenses incurred after their employment ends	<b>60 days</b> after the date the employee lost eligibility for the employer contribution
A spouse or Internal Revenue Code Section 152 qualified tax dependent eligible for PEBB benefits as a primary subscriber	Enroll in or change their election through the FSA administrator	<b>60 days</b> after the date the employee lost eligibility for the employer contribution

### **Guidance Resources**

- Officials retiring under plans administered by the Department of Retirement Systems must contact DRS about retirement eligibility. Information can be found at [www.drs.wa.gov](http://www.drs.wa.gov) or by calling 1-800-547-6657. Elected and appointed officials do not have to receive a retirement plan payment from a state-sponsored retirement system to be eligible for PEBB retiree benefits.
- The official may contact the PEBB Program at 1-800-200-1004 to request a [Retiree Enrollment Guide](#) or view retirement details and enrollment forms at [www.hca.wa.gov/pebb](http://www.hca.wa.gov/pebb).
- If the official chooses not to use pension deduction to pay retiree premiums, he or she must submit the first full month's premium before PEBB can enroll the official and eligible dependents in coverage.

- [Washington State Government Organizational Chart](#) (displays agencies led by elected and appointed officials)

## **Forms**

- [Retiree Coverage Election Form](#)
- [Employee Enrollment/Change](#) (if enrolling on spouse or domestic partner's coverage)
- [Declaration of Tax Status](#)
- [Life Insurance Enrollment/Change](#) (for life insurance transfer only)
- [Group Life Portability Application](#)

## **Rates**

- [Retiree Medical and Dental](#)
- Life Insurance – Retiree premium: \$6.57
- [Employee medical](#)
- [Life insurance – employee premiums](#) (applicable after transferring coverage)

## **WAC References**

- [182-08-198](#) When may a subscriber change health plans?
- [182-08-199](#) When may an employee enroll in or change his or her FSA or DCAP?
- [182-12-131](#) How eligible employees maintain the employer contribution toward insurance coverage
- [182-12-146](#) What options for continuation coverage are available under COBRA?
- [182-12-171](#) When are retiring employees eligible to enroll in retiree insurance?
- [182-08-200](#) Can a dependent defer enrollment in a PEBB retiree health plan?
- [182-12-205](#) May a retiree defer enrollment in a PEBB health plan at or after retirement?
- [182-12-207](#) When can a retiree or dependent's insurance coverage be canceled by HCA?
- [182-12-208](#) May a retiree enroll only in dental?
- [182-12-209](#) Who is eligible for retiree life insurance?
- [182-12-262](#) When can a subscriber enroll or remove eligible dependents?